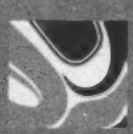
{ ANNUAL REPORT 2009/10 }



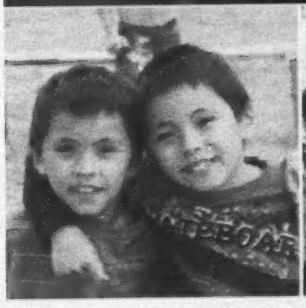
FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

For more information about this document, contact:
Tracey Herbert
First Peoples' Heritage, Language and Culture Council
1A Boat Ramp Road
Brentwood Bay, B.C. V8M 1N9
Telephone: (250) 652-5952
Fax: (250) 652-5953
Email: info@fphlcc.ca
Website: www.fphlcc.ca

NOTE ABOUT LANGUAGE USAGE IN THIS DOCUMENT

For the purposes of this document, "First Nations" is used in reference to registered on- and off-reserve and non-status individuals and organizations original to British Columbia, while "Aboriginal" is used in reference to all indigenous peoples in Canada, including First Nations, Inuit and Metis. First Peoples' Heritage, Language and Culture Council programs, with the exception of the arts program, are developed specifically to support B.C. First Nations communities.

{CONTENTS}



2 Message from the Board Chair
6 Organizational Overview
11 Report on Performance
19 Key Challenges
22 Key Opportunities
23 Progress Against Shareholder's Letter of Expectations
25 Financial Report
28 Summary of Financial Results
29 Appendix 1: Revenues and Expenditures Charts
30 Appendix 2: Performance Management Systems
32 Appendix 3: Grant Recipients
34 Appendix 4: Board Information
35 Languages in B.C.
36 First Peoples' Language Map of B.C.

{ MESSAGE FROM THE BOARD CHAIR }

To the Honourable Minister George Abbott
Minister of Aboriginal Relations and Reconciliation

On behalf of the Board of Directors of the First Peoples' Heritage, Language and Culture Council (the First Peoples' Council), I present our *09/10 Annual Report*.

It has certainly been an exciting year at the First Peoples' Council. We have undertaken many successful projects of which we are truly proud. However, the situation for B.C. languages and cultures remains critical and we are in a race against time to preserve, restore and enhance First Nations heritage, language and culture in British Columbia before it is too late.

The financial position of the organization at year-end is balanced. The Auditor's Report is unqualified and financial statements are considered to fairly represent the financial position and operations of the First Peoples' Council for the year ended March 31, 2010. There were very few variances from anticipated results.

There were no significant financial variances from the 2009/10 service plan budget. However, it is important to note that revenue declined by 11% from fiscal 2008/09 to 2009/10. We can attribute this to the disappearance of certain funding sources such as arts funding from 2010 Legacies Now. In addition, over the past year we became ineligible to receive funding from the Department of Canadian Heritage due to our Crown agency status. We are grateful, Minister, for the work that you have been doing on our behalf to resolve this issue. *See "Other Revenue Sources" graph on page 29. For more detail on our Statement of Financial Position and financial performance see the Management Discussion and Analysis on page 25.*

Some of the highlights of the past year included:

- The launch of the *First Peoples' Language Map of B.C.* (http://maps.fphlcc.ca/), an interactive, online map that roughly divides B.C. into First Nations language regions. The map's powerful back-end system houses community-provided data about the status of each language.
- The public unveiling of four art pieces by B.C. First Nations artists for Government House. The project was funded by the Ministry of Aboriginal Relations and Reconciliation and commissioned by the First Peoples' Council.
- The development of the FirstVoices Language Tutor, which allows communities to build online language lessons, was a finalist in the 2010 Viatec Awards for "Product of the Year."
- Completion of a successful three-year pilot of four language and culture immersion

programs.

We are proud of the many outreach activities we undertook with our community partners. Of particular note were the Master-Apprentice training workshops, the Language Authority conference, and the Cultural Mapping seminar that provided an opportunity for Aboriginal artists and arts administrators from across the province to gather together to map their relationships, resources and opportunities. This data will soon be part of an online Aboriginal arts of B.C. map, similar to the language map mentioned above.

Since the release of the *2009/10 – 2011/12 Service Plan*, we have changed some of our performance measures and targets due to shifts in funding and to streamline our performance management system. We fell below targets for a few of our performance measures this year, and met or exceeded our targets for all others, but the variations were not significant. We will continue to critically evaluate our work and improve.

In 2009, we contracted KPMG to create a comprehensive business plan that outlined the real cost of doing the work of language and arts revitalization in British Columbia. The document shows the estimated investment needed to stem the critical loss of language and culture and has been key to informing our stakeholders about the situation in B.C.

In July, we consulted with First Nations about a change to modernize the First Peoples' Council's governance model through the updating of our legislation, which received 87% overall approval in a survey to all B.C. First Nations. The purpose of the legislation is to include all B.C. First Nations language groups on the Council's Advisory Committee. As of June 2010, the legislation has passed its third reading in the B.C. Legislative Assembly.

Although the economic climate has presented us with difficulties this year, our greatest challenge continues to be the state of First Nations languages.

In April 2010, we released the *2010 Report on the Status of B.C. First Nations Languages*, an in-depth, comprehensive study that provides concrete information on the numbers of speakers and learners of First Nations languages in B.C. as well as an analysis of the resources available to them. It reveals that we are in a critical state and immediate action must be taken.

We know that most fluent First Nations language speakers across the 32 languages and 59 dialects are well over the age of 65 and are passing on without new, young speakers to take their place. According to the report, 8 languages are severely endangered and 22 are nearly extinct. Data in the report indicates that without immediate action and investment, most of our languages will be gone in 5 to 6 years.

However, there is still time to act. While there is much work to be done, there is an inspiring level of commitment from First Nations communities to learn, teach and speak their languages. The language report describes some of the incredibly successful language revitalization projects across First Nations communities.

The information presented in the language report is critical to our future planning. We plan to produce the report annually and will seek to bring in partners to help us increase the information provided—particularly school districts with Aboriginal enhancement agreements.

Finally, I acknowledge the hard work and commitment of all First Nations language speakers, teachers and learners and everyone working to preserve their languages.

Sincerely,

Dr. Lorna Williams
Chair of the Board of Directors

{ MESSAGE FROM THE BOARD CHAIR }

ACCOUNTABILITY STATEMENT

The *2009/10 Annual Report* was prepared by staff at the First Peoples' Council under the Board's direction, in accordance with the Budget Transparency and Accountability Act and the B.C. Reporting Principles. The Board is accountable for the contents of the report, including what has been included in the report and how it has been reported.

The information presented reflects the actual performance of the First Peoples' Heritage, Language and Culture Council for the 12 months ended March 31, 2010 in relation to the *February 2009 Service Plan* and *September 2009 Service Plan Update*.

The Board is responsible for ensuring internal controls are in place to ensure information is measured and reported accurately and in a timely fashion.

All significant assumptions, policy decisions, events and identified risks, as of March 31, 2010, have been considered in preparing the report. The report contains estimates and interpretive information that represent the best judgment of management. Any changes in mandate direction, goals, strategies, measures or targets made since the *September 2009 Service Plan Update* was released and any significant limitations in the reliability of data are identified in the report.

Our vision is one where B.C. First Nations languages, cultures and arts are thriving, accessible and available to the First Nations of British Columbia.

{ORGANIZATIONAL OVERVIEW}

VISION AND MISSION

The First Peoples' Council serves 203 B.C. First Nations, 24+ Tribal Councils, 59 language dialects and a number of First Nations arts, culture and educational organizations.

Our vision is one where "B.C. First Nations languages, cultures and arts are thriving, accessible and available to the First Nations of British Columbia, and the cultural knowledge expressed through First Nations languages, cultures and arts is recognized, valued and embraced by all citizens in B.C."

Our mission is to provide leadership in British Columbia for the revitalization of First Nations heritage, languages, culture and arts.

Our role is to monitor the status of First Nations languages, cultures, and arts, and to develop strategies that assist communities to recover and sustain their heritage. We serve our stakeholders and partners by providing programs and initiatives for heritage, language, arts and culture revitalization.

LEGISLATION AND MANDATE

The First Peoples' Council has been offering services and programs to support First Nations language, arts and culture revitalization in British Columbia for 20 years.

A unique crown corporation, the Council was created by the government in 1990 to administer the First Peoples' Heritage, Language and Culture program. The enabling legislation is the *First Peoples' Heritage, Language and Culture Act*. *See: www.fphlcc.ca/downloads/fphlcc-act.pdf*

The First Peoples' Council operates according to a *Shareholder's Letter of Expectations (SLE)*, most recently renewed in 2009, in which the government has provided the Council with a mandate that is outlined on page 23 of this report.

FIRST PEOPLES' COUNCIL STAKEHOLDERS

B.C. First Nations communities
B.C. First Nations artists
B.C. First Nations arts and culture organizations
New Relationship Trust (NRT)
Ministry of Aboriginal Relations and Reconciliation (MARR)
BC Arts Council

FIRST PEOPLES' COUNCIL KEY PARTNERS

NEDAB (Native Economic Development Advisory Board)
First Nations Education Steering Committee (FNESC)
First Nations Technology Council
2010 Legacies Now Society
Government of British Columbia
Canada Council for the Arts
B.C. Caucus of Cultural Centres
Department of Canadian Heritage
First Peoples' Cultural Foundation
Network BC

FIRST PEOPLES' COUNCIL SERVICES

- Facilitate opportunities for First Nations communities in B.C. to receive funding for language and arts projects
- Advise government on programs and issues related to First Nations language, arts and culture
- Develop programs and community development resources to encourage the revitalization of First Nations languages, arts and culture
- Facilitate relationship building opportunities between government and non-governmental entities and First Nations experts
- Offer a network of information and opportunities to First Nations artists and language champions
- Offer advice and assistance to First Nations funding applicants
- Educate and share information with people in B.C. about First Nations language, arts and culture
- Advocate for B.C. First Nations languages, arts and culture
- Provide training in language revitalization, archiving and immersion programs

ORGANIZATIONAL VALUES

Accountability
The Executive Director, Board and staff are directly accountable to our stakeholders and to First Nations in B.C.

Transparency
Program procedures and decisions will be open and transparent.

Results-based
Program delivery will be efficient and outcome-based.

Collaboration
Programs will be coordinated with other service providers and language groups to maximize benefits.

Integrity
All work will be done with an overriding focus on cultural integrity and honesty.

PROGRAMS DELIVERED BY THE FIRST PEOPLES' COUNCIL

The B.C. Language Initiative (BCLI)
Supports projects to revitalize B.C. First Nations languages through documentation, immersion programs and material and curriculum development. First Nations communities and organizations are eligible to submit proposals. Note: The First Citizens' Fund provides a key source of operating/administrative dollars for the First Peoples' Council.

{ ORGANIZATIONAL OVERVIEW }

The Aboriginal Languages Initiative (ALI)

Funds support community and regional projects that maintain, revitalize and promote Aboriginal languages. As of January 2010, ALI funding is now delivered by the First Peoples' Cultural Foundation, our partner organization. The First Peoples' Heritage, Language and Culture Council continues to administer the program.

Language Immersion Programs

The New Relationship Trust (NRT) identified cultural and language programming as a funding priority and chose the First Peoples' Council as its funding delivery agency, which came about as a result of the *B.C. Strategic Plan for Languages*, which was developed by the First Peoples' Council and the First Nations Education Steering Committee (FNESC). The partnership expanded in 2007 with additional investment from the B.C. Ministry of Aboriginal Relations and Reconciliation ($400,000), and from the First Peoples' Cultural Foundation ($100,000[1]). The NRT funds, together with the additional funds, made possible the development of four new programs (identified as priorities by First Nations language stakeholders). They just completed their third year of operation:

- Establishment of First Nations **Language Authorities** and the creation of long-term revitalization plans
- **Language and Culture Camps** where First Nations families, Elders, youth and children are immersed in their languages and culture
- **Language Nests**, or immersion environments, to help preschool children and their parents become fluent in their original languages
- **Master-Apprentice program**, a three-year program that partners Elders with committed language learners

NRT funds also supported BCLI and FirstVoices programming.

The Aboriginal Arts Development Awards Program (AADA)

Funds are distributed to projects that support the creative or professional development of emerging Aboriginal artists and organizations working in all disciplines. An increase in support from the BC Arts Council and new investment from NRT in 2008 made two new arts programs possible: Sharing Traditional Arts Across Generations and Aboriginal Arts Administrator and Cultural Manager Internships Program.

FirstVoices

FirstVoices is our internationally recognized online Indigenous language documentation and teaching resource. FirstVoices provides state-of-the-art technologies, training and technical support to community language champions.

With the support of the Department of Canadian Heritage, FirstVoices developed and launched the FirstVoices Language Tutor in the past fiscal year. The Language Tutor web application enables communities to build language lessons using their existing FirstVoices language archive or start from scratch. The Language Tutor allows students to record and listen to themselves speak the language and compare it to the voice of their teacher. Students and teachers can also track their progress online. The FirstVoices Language Tutor was a finalist for the Viatec "Product of the Year" award.

[1] These funds received from the First Peoples' Cultural Foundation (FPCF) were a portion of the $2,000,000 contributed to FPCF by the Ministry of Children and Family Development to establish an Early Childhood Development Language Resources Fund.

OVERVIEW

Each of B.C.'s 24 Tribal Councils elects a representative to the First Peoples' Advisory Committee. Acting as liaisons, the Advisory Committee members relay information on programs and initiatives of the First Peoples' Council to their communities.

The Minister of Aboriginal Relations and Reconciliation appoints the Council's 12-member Board of Directors. Nine members are recommended to the Minister by the Advisory Committee and three members are recommended to the Minister by the Board Resourcing and Development Office (BRDO). In recognition of a collaborative working relationship with the First Nations Education Steering Committee (FNESC), a FNESC representative participates as an observer.

The First Peoples' Council follows government's guiding principles on corporate governance for Crown agencies. Our *Shareholder's Letter of Expectations* describes mandate, expectations, roles, responsibilities and accountabilities. Governance policies of the First Peoples' Council are reviewed annually to ensure that they continue to meet the needs of the Council and are consistent with the government's guiding principles on Crown agency governance.

Complete governance information, including Board terms of reference, policy manual and attendance information is available online at www.fphlcc.ca/about-us-governance.

{GOVERNANCE}

Senior Management / Office Location

Tracey Herbert, Executive Director
The First Peoples' Council is located in Brentwood Bay, B.C.

Board and Advisory Committee

The 12 board members of the First Peoples' Council are appointed to two-year terms by the Minister of Aboriginal Relations and Reconciliation. In addition to the Board of Directors, the First Peoples' Council consults with, solicits feedback from and reports to a 24-member Advisory Committee composed of elected representatives from each of B.C.'s 24 Tribal Councils. The Advisory Committee meets annually and recommends six to nine members to the Board of Directors.

Board Operations

The First Peoples' Council convenes quarterly Board meetings, supplemented by conference calls as needed. Committees of the Board hold regular meetings by conference call. Standing committees meet independently and report details back to the Board, with minutes sent to the Board for review. Once yearly at the October AGM, the Board reports to the Advisory Committee and hosts workshops with Advisory Committee members to hear feedback on specific needs, programs and suggestions for improvement. This information guides the Board in setting organizational goals and strategies.

Board Activities and Responsibilities

- Conduct strategic planning, including the annual service plan
- Undertake budgetary planning and accept these budgets by formal resolution
- Modify and/or adopt plans to meet the routine demands of the First Peoples' Council
- Assess and evaluate performance of the Council through the annual report
- Retain and manage the relationship with the Executive Director
- Record faithfully for the corporate record any minutes of their meetings
- Report to the Advisory Committee at the AGM and report back to respective Tribal Councils

Board Committees

The *Governance Committee* conducts all high-level business related to policy development and review of Board policies and administrative policies, but does not have authority for financial policy, which is the responsibility of the Finance and Audit Committee.

It also acts as a membership monitoring group to conduct all business relating to Board membership, monitors Board meeting attendance, reviews the status of Board membership, welcomes new members and issues communications to members, including letters of resignation when required, and notifies those members whose terms will be expiring.

The *Finance and Audit Committee* conducts all high-level business related to finance for the Board, such as budget review, audit review and financial policy development.

The *HR and Compensation Committee* is responsible for hiring and evaluating the performance of the Executive Director, and making recommendations for remuneration levels for the Executive Director. *Detailed descriptions of duties and Terms of Reference can be found on the First Peoples' Council website at: www.fphlcc.ca/about-us/governance. Lists of current Board, Board Committee, and Advisory Committee members are included in Appendix 4.*

GOAL 1

To provide leadership and support to assist B.C. First Nations communities in realizing their visions for the revitalization of their arts, cultures and languages—so that the wealth of B.C. First Nations arts, culture and languages is preserved, accessible, recognized and valued.

STRATEGIES AND OBJECTIVES

- Deliver arts, culture and language funding to B.C. First Nations communities and organizations
- Develop and distribute effective community development tools and resources to build community capacity and to help B.C. First Nations communities develop and implement long-term plans and programming for arts, culture and language revitalization
- Use technology to archive all B.C. First Nations languages and to create new tools for language and culture archiving and language learning
- Create a visionary First Nations arts, culture and heritage programming building in the capital city

1.1 New language archives[2]					
Past Performance		2009/10 Performance		Future Performance	
2007/2008	2008/2009	Target	Actual	2010/11	2011/12
10	5	3[3]	2	N/A[4]	N/A

Discussion: This year, the FirstVoices team shifted its focus to helping communities with existing archives develop them further. FirstVoices currently hosts archives for 41 languages. The average archive is just 2,300 words, while it takes 20,000 entries to fully document a language. This was the reason behind this shift.

The FirstVoices team also committed time and funding to building and improving resources for their partner communities. These resources were the "FirstVoices Language Tutor," which allows communities to build language lessons and upgrades to FirstVoices.com that allows for faster, more efficient archiving, searching and sharing.

The FirstVoices Language Tutor was developed using a $150,000 grant from the Department of Canadian Heritage. The New Relationship Trust provided an additional $150,000 in funding that was used to develop online language lessons for the Language Tutor.

Eleven B.C. language communities with FirstVoices archives, plus two communities with no archives, were given the opportunity to develop online Language Tutor lessons. The two communities new to FirstVoices were Enderby (Secwepemctsin dialect) and Ahousat (Nuu-chah-nulth). They each built new language archives as part of this project, which explains the new language archives indicated above.

The successful FirstVoices Language Tutor model developed this year will be offered to any B.C. First Nations Language Authority that seeks it in future years.

The FirstVoices Language Tutor was a finalist for a Viatec Award for "Product of the Year."

[2] As of the *2010/11 – 2012/13 Service Plan* we are measuring percentage of 59 dialects (in B.C.) archived. This better demonstrates the amount of work required to fully archive B.C.'s languages. [3] The target was 7 in the *2009/10 – 2011/12 Service Plan Update*, but was reduced to 3 in the 08/09 Annual Report due to uncertain funding. [4] N/A is used in instances where the performance measure has changed. It means "not applicable."

{ REPORT ON PERFORMANCE }

1.2 New programming to meet arts and culture mandate[5]					
Past Performance		2009/10 Performance		Future Performance	
2007/2008	2008/2009	Target	Actual	2010/11	2011/12
4 new language programs	2 new arts programs	2 new arts initiatives; increase in arts grants	2 new arts initiatives; increase in arts grants	N/A	N/A

Discussion: In September 2009, the Arts Program initiated Phase II of the Mapping Aboriginal Arts and Culture in B.C. project. The results provided data that will be used to populate online, interactive maps. An important part of the Arts Program outreach, cultural mapping involves a group of artists and administrators meeting to identify and symbolize their relationships, networks and resources, through which all are strengthened.

Secondly, a grant from the Canada Council provided for the expansion of arts administration staff by one FTE (Full-time Equivalent) allowing for more support for communities and applicants to the AADA awards.

Overall for the Aboriginal Arts Development Awards, more grant money was awarded ($10,000) to fewer projects than last year. See the "number of successful projects funded" performance measure below for more details.

1.3 Number of successful projects funded[6]					
Past Performance		2009/10 Performance		Future Performance	
2007/2008	2008/2009	Target	Actual	2010/11	2011/12
173	150	150	137[7]	N/A	N/A

Discussion:

Language Program

The Language Program distributed $1,327,873 to 77 projects in 09/10:

- 8 Language Authority and Planning Projects ($160,000)
- 10 Language and Culture Camps ($179,850) (31 applicants requested a total of $566,812)
- 8 Language Nests ($179,000)
- 13 Master-Apprentice teams ($262,000)
- 22 through the Aboriginal Languages Initiative (ALI) ($208,723) (33 applications requested a total of $376,145)
- 16 through the B.C. Language Initiative (BCLI) ($338,000) (59 applicants requested a total of $1,356,530)

Language Authority and Planning Projects, Language Nests and Master-Apprentice are all three-year programs so there were no applications this year. New projects will begin in the next fiscal year.

Arts Program

The Arts Program, through the Aboriginal Arts Development Awards (AADA) distributed $540,000 to 47 projects (of 77 applications) through four separate funding categories, including:

- 18 Emerging Individual Artists ($85,000)
- 10 Sharing Traditional Arts Across Generations recipients ($112,900)
- 14 Organizations and Collectives ($235,000)
- 5 Aboriginal Arts Administrator and Cultural Manager Internships ($107,100)

[5] As of the *2010/11 – 2012/13 Service Plan*, we no longer measure this performance measure. This was done to reduce the number of performance measures for higher level reporting and to reduce overlap with performance measure: "number of arts projects funded." [6] Instead of measuring all the successful projects in one category, in the *2010/11 – 2012/13 Service Plan*, the First Peoples' Council will measure its programs' success through the following performance measures that better assess the three major programs that exist under the Council to fulfill its mandate (arts, languages, FirstVoices): Number of arts projects funded, number of language/culture projects funded, percentage of 59 dialects archived. By reporting on program activities using the above performance measures, it will also be easier to set more accurate goals. [7] The performance for this measure is below the target because of the financial realities of the past fiscal year. We anticipated receiving more funding based on the business plan that was developed last year.

There were fewer applications (101 in 08/09) for AADA awards this year, most likely due to the change in deadlines from December and January to October, and while fewer projects were funded compared to last year (49 in 08/09), $10,000 more was distributed.

FirstVoices
Thirteen B.C. language communities received $150,000 through funding from the New Relationship Trust to develop online Language Tutor lessons.

See Appendix 3 for the list of communities that participated in all programs related to the Arts Program, Language Program and FirstVoices.

1.4 Number of new tools and resources developed[8]					
Past Performance		2009/10 Performance		Future Performance	
2007/2008	2008/2009	Target	Actual	2010/11	2011/12
15	13	7[9]	17	N/A	N/A

Discussion:
The Language Program developed 10 resources:

- 8 Steps to Language Revitalization poster
- *Culture Camps for Language Learning: An Immersion Handbook*
- Master-Apprentice Manual and Resource Package
- Visual Model of Language Authority and Language Plan Development
- 3-Phase Plan to Language Authority and Language Plan Development
- Language Authority and Language Plan Development "Best Practices"
- Summary of Pre-School Language Nest Operating Manual
- First Nations Language Card Game
- Granny and Grampa Connection Box and DVD (created in conjunction with the Success by Six and the Province of British Columbia)
- Master-Apprentice Promotional Video

The Arts Program developed four resources:

- Final version of the *Arts Portfolio Handbook*
- *Grant Writing Handbook*
- Workshop session called "Photographing your Artwork"
- New cultural mapping facilitation model

FirstVoices developed or improved three resources:

- The FirstVoices Language Tutor, a tool that allows communities to build custom online language lessons
- FirstVoices 3.0, a significant website upgrade that makes FirstVoices.com easier to navigate and share
- FirstVoices Mobile SENĆOTEN application (proof of concept) for the iPhone and iPod touch

[8] Changed to "resources to support language and arts projects" in the *2010/11 – 2012/13 Service Plan* to be more specific ("resource" defined as "developed by the Council to assist or benefit the organization's client base.") The targets in the latest service plan for 10/11, 11/12 and 12/13 are 17, 19 and 21 respectively.
[9] This target was increased to 10 in the *08/09 Annual Report* and to 15 in the *2010/11 – 2012/13 Service Plan*. This is to meet our increasing output of tools and resources. A significant factor in this accelerated output is the introduction of a full-time language researcher/resource developer in 08/09.

GOAL 2

To maintain the reputation of the First Peoples' Council as the go-to organization for government, First Nations leadership and the public for information, services and advice related to B.C. First Nations arts, culture and language issues.[10]

STRATEGIES AND OBJECTIVES

- Research, collect and distribute data to raise awareness about the current state of B.C. First Nations arts, culture and languages[11]
- Promote and celebrate First Nations languages, arts and culture in B.C. through collaboration and through promotional and educational events
- Continue to develop the First Peoples' Council as a strategic, responsive, results-based organization and provide a supportive working environment that promotes innovation and results[12]

2.1 Increase traffic to www.firstvoices.com[13]

Past Performance		2009/10 Performance		Future Performance	
2007/2008	2008/2009	Target	Actual	2010/11	2011/12
4.4 million hits	4.98 million hits	4.8 million hits	5,306,519 hits	N/A	N/A

Discussion: We can attribute this increase in hits to FirstVoices.com to growing awareness about the website through the launch of the *First Peoples' Language Map* and communications activity.

2.2 Improve the fphlcc.ca website and increase traffic[14]

Past Performance		2009/10 Performance		Future Performance	
2007/2008	2008/2009	Target	Actual	2010/11	2011/12
Develop tracking system	Revamped content	20,000 hits	85,476 hits	N/A	N/A

[10] In the *2010/11–2012/13 Service Plan*, this goal was changed to: "To communicate effectively about the work of the First Peoples' Heritage, Language and Culture Council to ensure it is seen as the go-to organization for government, First Nations leadership and the public for information, services and advice related to B.C. First Nations arts, culture and language issues." [11] This strategy/objective was changed to "raise awareness about the current state of B.C. First Nations art, languages and culture in the *2010/11–2012/13 Service Plan*. [12] A new strategy/objective, "strengthen the organizational brand to improve awareness of the organization and its work with B.C. First Nations" was added in the most recent service plan.[13] *As of the 2010/11 – 2012/13 Service Plan*, this performance measure was rolled into a larger measure of website traffic to FirstVoices, the language map and fphlcc.ca in order to streamline performance measures. [14] See footnote 13.

Discussion: The target set in our *2009/10 – 2011/12 Service Plan* was set early on in our tracking history, and as a result, we did not know what to expect from our web performance. The increase in web traffic over the past fiscal year can be attributed to an increased emphasis on communications including our increasingly successful social media strategy; we have 604 followers on Twitter and 1,019 as of May 2010 and we often drive that traffic to www.fphlcc.ca to share publications, press releases and other useful information.

As of the *2010/11 – 2012/13 Service Plan*, this performance measure was rolled into a larger measure of website traffic to FirstVoices, the language map and fphlcc.ca. The target for 09/10 in the latest service plan is 7,200,000 hits and increases by 200,000 each year until 2012/13.

2.3 Track and increase number of media hits[15]					
Past Performance		2009/10 Performance		Future Performance	
2007/2008	2008/2009	Target	Actual	2010/11	2011/12
N/A	Tracking system developed	100 media hits	55 tracked media hits	N/A	N/A

Discussion: In 2008/2009, we received and logged 42 media mentions. In 2009/10, the Communications team set up "Google alerts" in order to receive keywords associated with the organization and its programs via email. Although this tracking system is good at tracking trends and new developments, it is not comprehensive, and we have found it does not pick up all mentions. Using this system, mentions of the First Peoples' Council appeared in 55 articles, interviews, websites and blog posts in 2009/10.

There most certainly were more media mentions regarding the First Peoples' Council in 09/10. However, we lack the resources to commit to more in-depth tracking. We also lack the comprehensive media tracking services available to Ministries. Therefore, we will not track this performance measure in the future.

2.4 Track and increase number of contacts and requests[16]					
Past Performance		2009/10 Performance		Future Performance	
2007/2008	2008/2009	Target	Actual	2010/11	2011/12
N/A	993	1,000	2,782	2,000	2,200

Discussion: In 2008/09, we created a distribution list for communications materials that included contacts such as MPs, MLAs, universities, friendship centres and cultural centres. This list had 562 contacts as of our *08/09 Annual Report* and now has 926 contacts.

Most importantly, we also maintain a comprehensive contact list of First Nations Tribal Councils, Bands and Culture Centres. This list has 32 Tribal Councils and 205 Band contacts.

We also actively send out relevant information and engage with our stakeholders through Facebook and Twitter, on which we have 1,019 and 604 followers respectively (as of May 2010). We did not anticipate this level of growth, which is why we have far exceeded our 09/10 target.

[15] As of the *2010/11 – 2012/13 Service Plan*, this performance measure is no longer recorded in the Annual Report. [16] The target in the *2009/10 – 2011/12 Service Plan* was based on a percentage, but to make for easier tracking, the target was changed to a real number in the *08/09 Annual Report*, which is represented above. Furthermore, the performance measure was changed to "number of communications contacts" in the *2010/11 – 2012/13 Service Plan* to narrow down what we are measuring. Rather than track the number of contacts across all programs, we will measure how many contacts we have in our communications distribution list, which is becoming the definitive list for distributing communications materials. We will shift our targets in order to make them more reflective of this as well.

2.5 Increase number of information packages for key stakeholders such as government, First Nations leadership and communities[17]					
Past Performance		2009/10 Performance		Future Performance	
2007/2008	2008/2009	Target	Actual	2010/11	2011/12
N/A	N/A	300	478	N/A	N/A

Discussion: In the summer of 2009, we sent out information packages containing the summer edition of our newsletter and a copy of our *08/09 Annual Report* to the 205 Band contacts and 32 Tribal Council contacts in our master contact list that we developed from the *Guide to Aboriginal Organizations and Services in British Columbia 2009/2010*. We also sent our newsletter and brochures to our communications contacts database, including:

- 85 B.C. MLAs
- 66 B.C. MPs
- 62 government contacts (Ministers, Deputy Ministers, Communications Directors)
- 8 Senators from B.C.
- 20 First Nations leadership contacts (Union of British Columbia Indian Chiefs, the Assembly of First Nations, the B.C. Assembly of First Nations, etc.)

In total, we sent out 478 information packages to key stakeholders in 2009/10, which was higher than our target. When we wrote the *2009/10–2011/12 Service Plan*, we thought we were being ambitious with the target of 300 and did not plan to expand our distribution list as much as we did. It's important to note that this number is included in the performance measure above and does not increase the number of overall contacts.

GOAL 3

To secure funding for the full realization of the First Peoples' Council mandate to revitalize First Nations arts, cultures and languages in B.C.

STRATEGIES/OBJECTIVES

- Maximize use of limited resources through cost-sharing with strategic partners
- Continue to seek opportunities to leverage funding for community-based and regional heritage, arts, culture and language initiatives
- Seek new sources of funding to address the areas of the organization's mandate in heritage, arts and culture that have not been adequately addressed to date due to lack of financial resources

[17] This performance measure was discontinued in the *2010/11–2011/12 Service Plan* to streamline our performance measuring and to reduce overlap with performance measure "number of communications contacts."

3.1 Identify new opportunities to leverage funding for programs and FTEs					
Past Performance		2009/10 Performance		Future Performance	
2007/2008	2008/2009	Target	Actual	2010/11	2011/12
8	2	2[18]	3	2	4

Discussion: There were two new opportunities to leverage funding for FTEs this year. Canada Council funding that began in 2009/10 and will continue for the next three years allowed us to hire a full-time arts administration assistant; the New Relationship Trust provided funding for an FTE in the language department as well.

In addition to the above examples, the Ministry of Advanced Education provided $150,000 to fund a project we are working on with Knowledge (formerly Knowledge Network), which the project filmmakers leveraged for additional funding that was used to create 13 short films on B.C. indigenous languages to be launched in June 2010.

3.2 Increase number of cost-sharing opportunities with partners					
Past Performance		2009/10 Performance		Future Performance	
2007/2008	2008/2009	Target	Actual	2010/11	2011/12
N/A	6	4	4	6	maintain

Discussion: Most of our programs are cost-shared with partners. We continued to partner with the New Relationship Trust, the BC Arts Council, Canada Council, 2010 Legacies Now, the Ministry of Aboriginal Relations and Reconciliation and the First Peoples' Cultural Foundation in 2009/10.

New cost-sharing opportunities with partners in 2009/10 included:

- The Department of Canadian Heritage provided $150,000 to fund the development of the FirstVoices Language Tutor.
- Network BC funds provided to the First Peoples' Cultural Foundation at the end of 08/09 were used by the Council to fund the development of the FirstVoices Mobile beta version 1.0 "proof of concept," which demonstrated the feasibility of a First Nations language application on the iPhone and iPod touch.
- The First Nations Technology Council provided funding to develop the latest version of FirstVoices Mobile (1.5) that included new, customizable features that will allow each user to build their unique language archive, with voice recordings, video and photos.
- We partnered with the FNESC Language Sub-Committee to do a language conference in July.

[18] The target for 09/10 in the *2009/10 – 2011/12 Service Plan update* was 10, but was reduced to 2 in the *2010/11 – 2012/13 Service Plan*. We included the most recent targets above. Furthermore, in the *2010/11 – 2012/13 Service Plan*, this performance measure removed the phrase "for programs and FTEs."

3.3 New resources to support administrative infrastructure[19]					
Past Performance		2009/10 Performance		Future Performance	
2007/2008	2008/2009	Target	Actual	2010/11	2011/12
N/A	N/A	Enhanced resources	Enhanced resources	N/A	N/A

Discussion: In addition to the $51,000 we receive from the Ministry of Aboriginal Relations and Reconciliation per year as a result of the PSEC (Public Sector Employers' Council) 2008/09 approved compensation increase, a grant from the Canada Council allowed us to hire a full-time arts administrative assistant, funding from the New Relationship provided for an FTE in the language department to develop language learning resources.

3.4 Identify potential private donors and corporate sponsors[20]					
Past Performance		2009/10 Performance		Future Performance	
2007/2008	2008/2009	Target	Actual	2010/11	2011/12
1 identified and secured (TELUS)	None identified	5 potential donors identified; 1 secured	None identified	N/A	N/A

Discussion: As it is very difficult for the First Peoples' Council to fundraise and receive donations as a Crown Agency, the organization partners with the First Peoples' Cultural Foundation in order to raise funds. The Foundation has currently been developing new fundraising strategies and hopes to move forward with raising funds for language and culture in 2010/11.

[19] This performance measure was removed in the *2010/11–2012/13 Service Plan* because the newly worded performance measure "number of new opportunities to leverage funding" is inclusive of this. [20] As of the *2010/11–2012/13 Service Plan*, we no longer use this performance measure for the reasons stated above.

B.C. LANGUAGES ARE IN A STATE OF CRISIS

Impact: Languages are at the core of First Nations identity and culture. National Geographic has identified B.C. as a language "hotspot" where First Nations languages are "racing to extinction" due to the rapid decline in the number of fluent speakers of First Nations languages. This is one of the most urgent challenges facing language revitalization in B.C. There is a five- to six-year window to document our languages and immerse the next generation before the fluent-speaking Elders are gone.

Action to mitigate: The First Peoples' Council is taking a multi-pronged approach to language loss, including:

- Providing accurate and timely information to stakeholders about the state of B.C. First Nations languages (an example of this is the *2010 Report on the Status of First Nations Languages* produced by the First Peoples' Council in April 2010)
- Working with partners to maximize resources
- Delivering funding for language immersion programs to communities
- Developing and administering FirstVoices, an online language archiving tool

(More discussion in "Opportunities" section)

QUANTITY & DIVERSITY OF FIRST NATIONS LANGUAGES & CULTURES IN B.C.

Impact: British Columbia has 32 distinct languages and 59 dialects. There are also thousands of endangered cultural practices and traditional art forms unique to British Columbia. The number of languages in B.C. means that available resources are spread very thinly. As a result, the majority of languages and dialects in B.C. are at risk of extinction.

Action to mitigate: The First Peoples' Council continues to do as much as it can for the many First Nations languages in B.C. by lobbying for additional community-based resources, while making the best use of current resources, including technology-based innovations. Through the development of Language Planning Authorities, we are working collaboratively with First Nations to make the most of available resources.

LIMITED RESOURCES AVAILABLE

Impact: The organization is well aware of the crisis that First Nations languages in B.C. are currently facing, and as such, funnels as much funding as it can directly to communities where the money is needed. However, we need to do more to stem the critical loss of languages, such as the Hupacasath dialect, which lost its last two fluent speakers in late 2009.

Limited annual federal funding is a challenge to achieving the protection and revitalization of First Nations languages. British Columbia is home to over 60% of Canada's First Nations languages, but in fiscal 2009/10, the First Peoples' Council received only $232,470 from federal programs. At the same time, B.C. First Nations communities are struggling to protect and revitalize their languages.

National Geographic has identified B.C. as a language "hotspot" where First Nations languages are "racing to extinction" due to the rapid decline in the number of fluent speakers of First Nations languages.

More needs to be done in the following areas:

- All 32 languages and 59 dialects must be supported in order to decrease the risk that any more languages will be lost.
- There is a need for a concerted effort to archive as many languages and dialects as possible and to focus on immersion to create new fluent speakers.
- Critical programs, such as the Master-Apprentice, must be expanded so that all language groups can participate.

Action to mitigate: With the support of key partners, the First Peoples' Council is working to develop an enhanced relationship with the federal government. The Council has also been providing information to MPs and senators on the plight of First Nations languages in B.C. so that they can make informed decisions about the resourcing of First Nations language preservation and restoration.

With the launch of the *2010 Report on the Status of B.C. First Nations Languages*, the organization continues to raise awareness about the urgency to act with key stakeholders and decision-makers.

We also continue to create resources for all language groups, including those that do not currently receive funding.

CHANGING ECONOMIC CLIMATE

Impact: With the economic downturn, an organization that is experiencing funding challenges is at risk. This further impacts the organization's ability to meet its mandate and serve B.C. First Nations.

Action to mitigate: The First Peoples' Council has created a strategic business plan that identifies ways in which the organization can fundraise "outside the box," including partnering with the First Peoples' Cultural Foundation. Promotion of the business plan will continue over the next year.

LIMITED ACCESS TO TECHNOLOGY IN COMMUNITIES

Impact: The majority of First Nations communities do not have access to industry or business-grade internet. The geographic challenge of serving the entire province with FirstVoices without internet availability is a critical issue. Improved internet access will provide an opportunity to exploit technology more fully.

Action to mitigate: The First Peoples' Council is working with the First Nations Technology Council and Network BC to make FirstVoices accessible to more communities. *(More discussion in "Opportunities" section)*

OTHER HIGH-PRIORITY NEEDS IN FIRST NATIONS COMMUNITIES

Impact: Socio-economic issues such as health and education and a focus on treaty issues compete with culture and language for limited human and financial resources. It is challenging to draw attention to language and culture as critical priorities given that First Nations communities are challenged with other urgent social and economic issues.

Action to mitigate: The First Peoples' Council continues to meet with federal and provincial representatives and First Nations leaders to encourage leadership at all levels to take urgent action on language and culture.

{ KEY OPPORTUNITIES }

LIMITED-TIME OPPORTUNITY TO ARCHIVE LANGUAGES & CREATE FLUENT SPEAKERS

There is a five- to six-year window to ensure that all languages are archived and fluent language speakers are created in every First Nations language in B.C. through community programming, resource development (curriculum) and teacher training. It is possible to do if we act now. With the First Peoples' Council's expertise and a strong commitment from communities, there is an opportunity to maximize current resources and leverage new funding, so we don't lose any more languages such as the Hupacasath dialect, which lost its last two fluent speakers in 2009.

UNTAPPED PRIVATE SECTOR RESOURCES

Individuals in the larger community are interested in First Nations arts, culture and language, and genuinely care about their survival. The First Peoples' Council intends to work with the First Peoples' Cultural Foundation in order to increase its access to untapped sources of funding.

USE OF TECHNOLOGY FOR RECORDING & PRESERVING CULTURAL & LANGUAGE KNOWLEDGE

Increased usability and availability of technology has made recording and archiving of cultural knowledge accessible and efficient for even the smallest of communities. Since 2003, for example, more than 31 B.C. First Nations communities have uploaded thousands of text entries in several different Aboriginal writing systems, as well as sound files, pictures, videos and games to archives on FirstVoices.com, a website administered by the First Peoples' Council. The Council will continue to expand and upgrade FirstVoices and related tools, with plans to roll out new applications over the coming year.

INCREASED COLLABORATION & PARTNERSHIPS WITH DIVERSE STAKEHOLDERS & PARTNERS

The First Peoples' Council has the experience and skills to facilitate the cooperation and coordination of its many stakeholders and partners, and to provide leadership for developing long-term and comprehensive strategies for First Nations language and culture revitalization in B.C. We have plans to step up our work with other organizations over the coming year, sharing successes, tools and models for success.

UNANIMOUS SUPPORT FROM B.C. FIRST NATIONS LEADERSHIP

B.C. leadership organizations have resolutions of support endorsing the First Peoples' Council as the go-to organization for First Nations arts, language and culture revitalization in British Columbia. The First Peoples' Council will continue to work with First Nations leadership to draft and implement viable solutions to the critical issues of language and cultural loss in our communities.

EMPLOYMENT FOR FIRST NATIONS IN THE CULTURAL SECTOR

We provide funding to communities and train volunteers to work in a volunteer-capacity in the areas of language and culture. There is a real opportunity for these cultural leaders to dedicate themselves full time as employees in support of culture and language in their communities.

{ PROGRESS AGAINST SHAREHOLDERS' LETTER OF EXPECTATIONS }

The *Shareholders' Letter of Expectations* is an agreement between the First Peoples' Council and the Government of British Columbia. It defines the roles and responsibilities of each and includes high-level performance expectations, public policy issues and strategic priorities. It is reviewed and update cooperatively once a year by the First Peoples' Council and the Government of British Columbia.

The *Shareholders' Letter of Expectations* was most recently reviewed in 2009 and includes the following mandate:

- Preserve, restore and revitalize First Nations heritage, language, arts and culture
- Increase understanding and sharing of knowledge, within both the First Nations and non-First Nations communities
- Heighten the appreciation and acceptance of the wealth of cultural diversity among all British Columbians
- Provide funding to B.C. First Nations for arts, cultural and language programs
- Create new initiatives, programs, resources and services related to First Nations heritage, language, arts and culture
- Advise government on the preservation and fostering of First Nations heritage, arts, languages and culture
- Work in partnership with First Nations communities to revitalize and archive First Nations cultures and languages and restore literacy and fluency in First Nations languages

Recent direction from the government in the *SLE* includes the following:

- Provide, upon request, expert services to the provincial government and its agencies on First Nations protocols, cultural information and strategies to improve relations with First Nations through the revitalization of threatened cultural knowledge
- Consult on legislative changes needed to improve our effectiveness
- Meet our budget and performance targets
- Operate in an efficient and effective manner for the benefit of our clients
- Allocate funding and oversee the management and delivery of arts, language and cultural programs and services
- Work with First Nations communities and organizations to establish performance indicators and reporting mechanisms for language, arts, culture and heritage programming funded by the First Peoples' Council
- Ensure transparency in decision-making processes relating to funding decisions and recommendations for appointments to the Advisory Committee and Board of Directors
- Set targets for new program development and maintenance of existing programs, in partnership with stakeholders
- Advise government on the preservation and fostering of First Nations heritage, arts, languages and culture
- Work in partnership with First Nations communities to revitalize and archive First Nations cultures and languages and restore literacy and fluency in First Nations languages

{ PROGRESS AGAINST SHAREHOLDERS' LETTER OF EXPECTATIONS }

Some highlights of activities related to the *Shareholders' Letter of Expectations* over the previous year include:

- Funding was successfully delivered to our First Nations partners
- Provided cultural advice and expertise to our government partners to ensure the success of the "Art at Government House" event in 2009
- Resources were developed to assist communities in their language revitalization and arts projects
- We submitted our *Carbon Neutral Action Report* where we stated our plans to reduce our greenhouse gas emissions, specifically targeting the use of paper and electricity. We also began to log our building energy use and paper supplies use with the SMART Tools program
- We consulted with First Nations about a change to modernize the Council's legislation, which received 87% approval in a survey to all B.C. First Nations and has passed its third reading in the B.C. Legislative Assembly
- All Crown-required reporting, including Service Plans and Annual Reports were completed on time. *Reports and information can be found online at www.fphlcc.ca*
- Quarterly financial summaries have been submitted to the Ministry of Aboriginal Relations and Reconciliation
- *Our First Peoples' Language Map of B.C.* provided increased knowledge and understanding of B.C.'s First Nations languages and the communities in which they're spoken
- We successfully completed the third year of the language and culture immersion pilot programs

MANAGEMENT DISCUSSION AND ANALYSIS

The First Peoples' Council receives its funding from the Government of British Columbia from the First Citizens' Fund (via the Ministry of Aboriginal Relations and Reconciliation) and from the Ministry of Aboriginal Relations and Reconciliation and through ongoing partnerships with the BC Arts Council. The New Relationship Trust, governed by B.C. First Nations, is a key partner and funder of the language and arts programs. The First Peoples' Cultural Foundation is another partner and funder of the Language Nest Program and FirstVoices. The Department of Canadian Heritage also provides a small amount of funding. In order to meet its mandate, the Council applies for funding to external funders to support community-based programs and special projects.

The financial position of the organization at year-end is balanced. The Auditor's Report is unqualified and financial statements are considered to fairly represent the financial position and operations of the First Peoples' Council for the year ended March 31, 2010. There were very few variances from anticipated results.

SERVICE PLAN BUDGET FORECAST VERSUS ACTUALS

The Service Plan budget is a forecast approved by the Minister of Aboriginal Relations and Reconciliation. The following narrative describes some of the key variances between the projected Service Plan forecast and the actuals. The Board of Directors made adjustments to the budget through amendments. *Refer to the Summary of Financial Results for more information.*

There are very few material variances to note when comparing the Service Plan Budget to the Actual Results *(see the Summary of Financial Results variance column B-C).*

Under Arts Revenue, there was a decrease of 2.5% from the planned budget (an amount of $13,000). The FirstVoices Revenue had a 14% (or $13,000) higher actual than the budgeted amount, as more revenue was received than had been planned for. Under Other Revenue, the organization received 2.5% less then what was expected due to interest rates.

Under Expenditures, the Arts Program received 3% (or $20,000) less than what was budgeted because at the time the Service Plan was being developed, funding for the Arts Program was not confirmed. FirstVoices Expenditures were 1.5% (or $6,000) higher than what was budgeted for due to the increase in revenue. The Language Program budget was 1% (or $19,000) less than what was budgeted for due to decreased revenue. Administration costs increased by 2.5% (or $21,000) largely due to projects that required the distribution of resources and communications materials to First Nations communities.

DISCUSSION OF FINANCIAL AUDITED STATEMENTS

Actuals 2009/10 Versus 2008/09: A Comparison of Statements of Financial Position *(Refer to page three in the Audited Statements for more information)*

The First Peoples' Council has less cash at year-end than in 2008/09. In 2008/09, the Council ended the year with $1,048,761 in cash and this year ended with $606,405 for a difference of $442,356.

The Council has less accounts payable and accrued liabilities than in the previous year. In 2008/09, we had $827,060 in accounts payable and accrued liabilities at year-end and in 2009/10 there are $381,652 for a difference of $445,405. The payables are largely grants that have been committed to communities.

In 2009/10, the Council invested $15,000 in capital assets and amortized $52,000. This small investment was primarily in computer equipment. The Council ended the year with $268,254 in unrestricted assets for an increase of $36,000 over the previous year (due to the amortization of capital assets).

Financial Performance: A Review of the Statements of Operation *(Refer to page four in the Audited Statements for more information)*

The following is a review of 2008/09 and 2009/10 audited statements that will compare the financial performance and note any key variances from the previous year *(See Audited Statements — Statement of Operations. For additional detail, see Summary of Financial Results, year variance column B-A.)*

The audited statements show a decrease in revenue in grants of 13% (or $527,824); in 2008/09 revenue was $3,997,105, which decreased to $3,469,281 in 2009/10. This can be attributed to projects with Legacies Now and FirstVoices that ended in the previous year and also to a general decrease in access to grants from governments and external funders.

There are two areas where revenue increased in 2009/10 over 2008/09. Revenue in administration fees increased by 429% (an increase of $94,557) over the previous year's revenue of $22,040. This increase is due to projects that were charged an administration fee by the language and the arts

programs. The training fees also increased $18,710 from zero due to a special project conducted by FirstVoices.

In 2009/10, under Expenditures, the grants to communities decreased by $432,487. These grants made up 54% (or $1,970,005) of the 2009/10 budget and 59% (or $2,402,492) of the 2008/09 budget for a decrease of 4% overall. The decrease is a result of less revenue overall.

Contractor fees decreased significantly from 11% (a decrease of $471,916) of the budget in 2008/09 to 7% (or $256,663) of the budget in 2009/10. The decrease is a result of projects being completed in the previous year, which required contractors to develop tools for FirstVoices, a building feasibility study for the First Peoples' Cultural Institute and contractors who provided language program support.

Office expenses increased to 4.3% of the 2009/10 budget (increased to $157,720) from 1.5% (or $60,824) of the 2008/09 budget. This increase was due to projects such as FirstVoices, which piloted a new technology, the distribution of language program resources and an increase in communications activity.

The Council staff made a concerted effort to decrease travel expenses to reduce the organization's carbon emissions and overall administration costs; as a result, travel decreased to 1% (or $38,066) of the 2009/10 budget from 1.2% (or $50,802) of the 2008/09 budget.

The overall cost of wages and benefits increased to 20% (or $754,000) of the 2009/10 budget from 16% (or $657,048) of the 2008/09 budget. This is a difference of 4%, which is largely due to increases in staffing costs and the transfer of contractors to staff.

Overall administration is 23%, which is typical for an organization of our size. Administration costs also included program-related research, preparation of community resource materials and wages and benefits for program staff; the Ministry of Aboriginal Relations and Reconciliation is the primary funder for administrative costs associated with Council operations and this funding is used to leverage grant funding from other sources that do not cover the administrative costs of programming.

MAJOR RISKS AND OPPORTUNITIES

Fallout from world economic crisis

The First Peoples' Council's partners and many funders have been affected by the economic crisis. As a result, the availability of grant funding has been reduced considerably (11% decrease in Council revenue over the past year) and the Council's ability to access funding is limited and unpredictable.

Internal organizational capacity

The level and amount of reporting required is a burden for a small organization with very little infrastructure funding. This issue is difficult to mitigate as many funding partners invest in Council programs but do not contribute funds to support the administrative capacity of the organization.

Increasing demand for community-based funding

More communities are becoming aware of the critical state of B.C.'s First Nations traditionally based arts and languages. Community language champions and artists are rallying to make the transmission of cultural knowledge accessible. The First Peoples' Council must increase its community-based resources significantly to ensure all language groups and traditional art forms are being supported across the province.

2010 Report on the Status of BC. First Nations Languages

Investment in a language researcher to write a report on the status of B.C.'s First Nations languages will make a case for why these languages are an important investment and why increased funding for languages is an important investment for all British Columbians.

Use of technology

New tools and technology have become available that allow First Nations to document and teach their languages. We are currently working to make these tools available to as many First Nations communities as possible.

INTERNAL AND EXTERNAL BUSINESS AND POLICY ENVIRONMENT AFFECTING FINANCIAL OPERATIONS OVER THE PAST YEAR

The new policy at the Department of Canadian Heritage to not provide funding to Crown agencies has affected the capacity of the First Peoples' Council to raise funds and develop programs.

In the past, the Council received funds from the Ministry of Education, Ministry of Children and Family Development and the Ministry of Labour and Citizens' Services. However, over the past year, the Council has had limited access to funding from ministries other than the Ministry of Aboriginal Relations and Reconciliation.

A key funder, the New Relationship Trust, requires the Council to leverage matching funds, which has been a challenge in this economic climate.

The Crown Agency Employers' Association, in which membership is mandatory, recently changed its policy regarding annual fees. This resulted in an increase in our annual fees from $200 to $2,000 per year.

In a provincial government program mandating the public sector to become carbon neutral by 2010, the First Peoples' Council will be required to pay $25 in offsets to the Pacific Carbon Trust per tonne of greenhouse gas emitted.

FORECAST INFORMATION FOR THE NEXT THREE YEARS

See Summary of Financial Results for our best funding estimates for the next three years. Our main confirmed source of funding is from the First Citizens' Fund via the Ministry of Aboriginal Relations and Reconciliation, as well as an additional contribution by the Ministry of Aboriginal Relations and Reconciliation. We have received verbal confirmation of the possibility of this funding for the next two years.

Due to the challenges faced by the BC Arts Council over the past year and the shift in their priorities, they are currently not able to advise us of our funding allotment for this fiscal year or for future years.

We are working with the Ministry of Aboriginal Relations and Reconciliation on developing a multi-year funding strategy and bringing on more partners to enable us to meet our mandate.

FUTURE FINANCIAL OUTLOOK FROM MANAGEMENT PERSPECTIVE

Though the revenue from the B.C. government and the New Relationship Trust remains static, a review of the audited statements demonstrates that there has been a trend towards decreasing revenue from other sources including 2010 Legacies Now and the Department of Canadian Heritage—11% less over the past year. The current forecast for 2010/11 predicts a further decrease in revenue of 10%. This puts the future of the organization in a position opposite to what is required to support First Nations in addressing the crisis facing all B.C. First Nations languages.

The First Peoples' Council's business plan outlines what is needed to stop the demise of B.C.'s First Nations languages. However, we remain unsuccessful in increasing our funding to a level where we can stop the extinction of these languages. The First Peoples' Cultural Foundation, an independent First Nations organization, is developing fundraising plans for B.C.'s languages. If the Foundation is unsuccessful in raising the millions of dollars urgently needed to support language and cultural revitalization, most of B.C.'s First Nations languages will be lost in five to six years, which will make the function of our organization irrelevant.

The Council will continue to work with the Ministry of Aboriginal Relations and Reconciliation to make a case for additional resources for B.C. First Nations languages from provincial ministries, the federal government and other funders. The work of the First Peoples' Cultural Foundation will also be critical to the future of this organization and to the survival of B.C.'s First Nations languages.

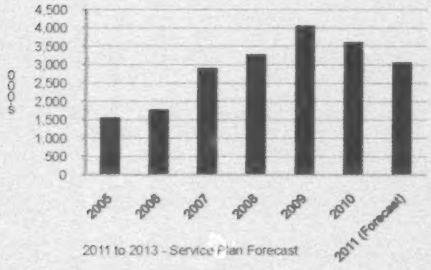
{ SUMMARY OF FINANCIAL RESULTS }

YEAR ENDED MARCH 31, 2010

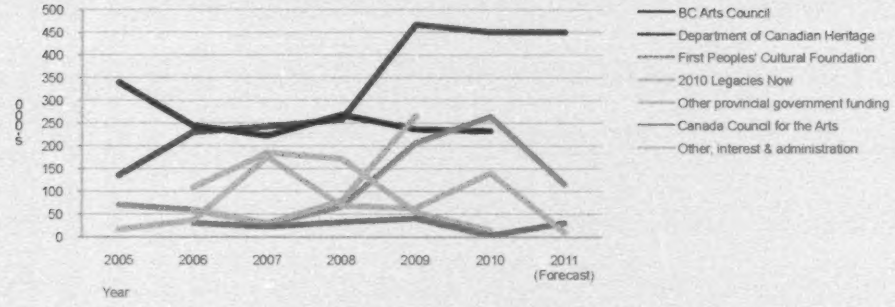
$000s	Mar-05 Actual	Mar-06 Actual	Mar-07 Actual	Mar-08 Actual	Mar-09 Actual A	Mar-10 Actual B	Mar-10 Budget (Service Plan) C	Mar-10 Budget (Final)* D	Service Plan Variance B-C	Budget Variance B-D	Year Variance B-A	Mar-11 Forecast	Mar-12 Forecast	Mar-13 Forecast
REVENUES														
B.C. Ministry of Aboriginal Relations and Reconciliation	1,000	1,002	2,000	1,425	1,535	1,451	1,451	1,451	0	0	(84)	1,451	1,451	1,451
New Relationship Trust	0	0	0	902	1,193	1,055	1,055	1,055	0	0	(138)	1,000		
Arts program revenues	205	230	242	462	555	467	480	455	(13)	12	(87)	480	480	480
FirstVoices program revenues	0	0	25	45	233	103	90	103	13	0	(129)	0	0	0
Language program revenues	340	308	250	370	428	332	332	332	0	0	(96)	100	100	100
Other revenues	16	230	388	65	116	200	213	199	(13)	1	84	25	25	25
TOTAL REVENUES	1,561	1,770	2,905	3,269	4,060	3,609	3,621	3,596	(13)	13	(451)	3,056	2,056	2,056
EXPENDITURES														
Arts program	203	394	487	511	815	647	667	641	(20)	5	(168)	620	620	620
FirstVoices program	0	0	205	610	652	384	378	373	6	11	(268)	271	271	271
Language program	914	743	1,219	1,984	1,900	1,736	1,755	1,735	(19)	1	(163)	1,486	486	486
Administration	337	470	446	555	629	789	768	794	21	(5)	160	637	637	637
TOTAL EXPENDITURES	1,454	1,607	2,357	3,660	3,996	3,556	3,568	3,544	(12)	12	(439)	3,014	2,014	2,014
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES BEFORE AMORTIZATION	107	163	548	(391)	64	53	53	52	(0)	1	(12)	42	42	42
Amortization of capital assets	5	23	71	79	64	53	53	52	(0)	1	(12)	42	42	42
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES	102	140	477	(470)	0	0	0	0	(1)	(0)	(0)	0	0	0
CLOSING NET ASSETS														
Invested in capital assets	0	0	233	184	151	115	116	151	(1)	(36)	(36)	84	53	21
Unrestricted	237	377	621	200	232	268	268	233	0	36	36	300	331	363
TOTAL CLOSING NET ASSETS	**237**	**377**	**854**	**384**	**384**	**384**	**384**	**384**	**(1)**	**0**	**0**	**384**	**384**	**384**

* The Board of the First Peoples' Heritage, Language and Culture Council approves amendments to the current year operating budget periodically throughout the year as new information becomes available. Note: The above financial information, including forecast information, was prepared based on current Canadian Generally Accepted Accounting Principles.

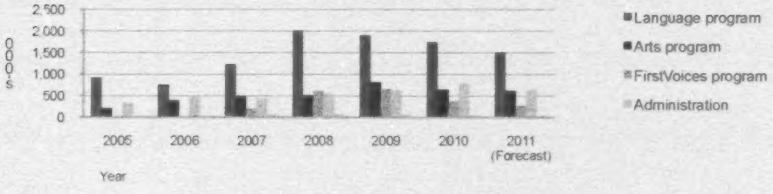
Revenue Trends–All Sources



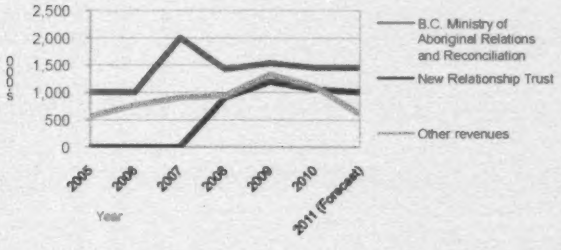
Other Revenue Sources



Expenditures by Program ($'s)



Revenue Trends by Major Funding Source



{ APPENDIX 2 }

PERFORMANCE MANAGEMENT SYSTEMS

Formal Program Reviews

Conducted by independent experts, using data collected from program applicants, needs assessments, focus groups, individual applicant interviews and peer review committee recommendations and interviews.

Feedback from Peer Review Committees

Peer review committees are convened to make decisions regarding funding of projects. These committees of community and language experts also provide annual recommendations regarding programs, delivery materials, criteria, etc.

Advisory Committee Feedback

The Advisory Committee members provide feedback on the administration and delivery of First Peoples' Council programs in their territories. They also advise the Board on policy development.

Collection and Analysis of Statistics on Client Use of Services

The First Peoples' Council collects statistics and analyzes feedback to evaluate usage and effectiveness of its programming and communications tools. These include statistics on funding applications, website and media hits, document downloads and feedback from arts outreach workshops. Also available is an online "Language Needs Assessment" that tracks speakers and identifies community resources that can assist with language revitalization.

Annual Performance Reviews

The Board of the First Peoples' Council reports to the Advisory Committee at the AGM and gathers feedback. Management and staff undergo an annual formal review process and there is also an annual Board evaluation process.

Benchmarking

The First Peoples' Council has conducted research over the past year into the language program at the Woodlands Cultural Centre in Brantford, Ontario. The First Peoples' Council has no identical organizations with which to compare itself, but the Woodlands Cultural Centre serves the same number of First Nations, but with just six languages to protect, as compared to 32 in British Columbia.

A First Nations educational and cultural centre, the Woodland Cultural Centre was established in 1972 to protect, promote, interpret and present the history, language, intellect and cultural heritage of the Anishnaabe and Onkwehon:we. This mandate comes from the organization's member nations; Wahta Mohawks, Six Nations of the Grand River and the Mohawks of the Bay of Qunite.

The Woodland Cultural Centre has four main program arms:

- **Museum** — holds over 35,000 artifacts and is one of the largest facilities in Canada managed and administered by First Nations.
- **Library** — Founded in 1972, the library is a major collection of contemporary books, First Nations newspapers, magazines and journals as well as Royal Commission Reports of Aboriginal Peoples and anthropology texts.
- **Education** — Provides information on Eastern Woodland First Nations people to teachers, students, professionals and businesses through outreach and other initiatives.

- **Language**—*The program area that is most comparable to our operations.* Some of the activities under the language program include housing an extensive audio collection of ceremonial tapes, transcribing and translating the funerary rites of the Longhouse people and duplicating the collection onto the latest technological mediums.

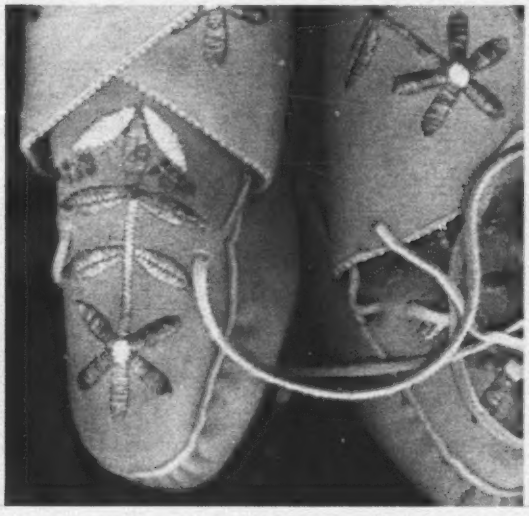
The Woodland Cultural Centre partnered with Memorial University for a project called *Cayuga: Our Oral Legacy* from 2005-2008 with the main goal to promote bilingualism in Gayogoho:non and English.

Cayuga project activities included creating an inventory of Gayogoho:non language materials and speakers and promoting the use of the language through immersion programs that the First Peoples' Council also uses, such as language nests and master-apprentice teams. *Cayuga* also entailed research, curriculum development for post-secondary courses and immersion programs.

An aspect of the *Cayuga* project that closely resembled our work, particularly FirstVoices, was the standardization of orthography and exploration of how the language can be adapted for portable electronic devices and creating language-learning software.

The Woodlands Cultural Institute and the *Cayuga* project also recognize the urgency in their work and the need to document First Nations languages. As of 2009, fewer than 75 fluent speakers remain.

The First Peoples' Council will continue to follow the work of the Woodland Cultural Centre in order to add additional information about the Centre to next year's annual report.



{ APPENDIX 3 — LIST OF ALL GRANT RECIPIENTS }

GRANT RECIPIENTS, ABORIGINAL ARTS DEVELOPMENT AWARDS, 2009/10

Organizations and Collectives

Haida Heritage and Repatriation Society	$15,000
Nicola Tribal Association	$10,000
Tl'azt'en Nation Elders Society	$25,000
Tsawout First Nation	$17,000
T'Sou-ke Nation	$15,000
Youth Helping Youth Mentorship Program	$25,000
Eagle Down Collective	$18,000
Lower Similkameen Indian Band	$10,000
Tiqilap	$10,000
Ts'kw'aylaxw First Nation	$15,000
Urban Ink Production Society	$25,000
EMERGE Wellness Society	$15,000
Okanagan Indian Educational Resources Society/ En'owkin Centre	$25,000
Aboriginal Writers Collective — West Coast	$10,000
TOTAL	$235,000

Emerging Individual Artists

Brandon Bob	$5,000
Charles Brown	$4,500
Daryll Dawson	$5,000
Delvina Delill	$5,000
John Garcia	$5,000
Kristi Lane Sinclair	$5,000
Sharifah Marsden	$5,000
Kajola Morewood	$2,700
Niska Napoleon	$5,000
Aaron Nelson-Moody	$4,000
Dustin Rivers	$5,000
Marika Swan	$5,000
Cris Derkson	$5,000
Jack Horne	$5,000
Kim Leming	$5,000
Russell Adolph	$5,000
Karlene Harvey	$4,500
Sylvie Cottell	$4,300
TOTAL	$85,000

Sharing Traditional Arts Across Generations

In-SHCUK-ch Services Society	$12,000
Katzie First Nation	$12,000
Ethel Mary Lytton	$5,000
N'in;ogad Collective	$12,000
Okanagan Indian Band	$12,000
Tahltan Central Council	$12,000
Ucwalmicw Centre Society	$12,000
Westbank First Nation	$12,000
Youth Helping Youth Mentorship Program	$12,000
Seabird Island Band	$11,900
TOTAL	$112,900

Arts Administrator Internships and Mentorships

Nyla Carpentier, Full Circle: First Nations Performance	$29,000
Lawrence Isaac, U'mista Cultural Centre	$30,000
Cherith Mark, Raven Spirit Dance	$5,000
Linda Bristol, T'Souke Nation	$25,000
Lonnie Mather-Chard, Allied Tsimshian Tribes Association/ Grandmother's Group	$18,100
TOTAL	$107,100

GRANT RECIPIENTS, FIRSTVOICES, 2009/10

Tsilquot'in (Nemiah Valley)	$10,454.96
Ktunaxa (Cranbrook)	$13,629.60
Halq'emeylem (Chilliwack)	$12,151.76
Sliammon (Sliammon)	$13,426.28
Nakazd'li Dakelth (Fort. St. James)	$14,079.02
SENĆOŦEN (Saanich)	$12,760.07
Nuchahtlaht (Zebbalos)	$9,457.82
Nuxalk (Bella Coola)	$15,139.87
Kwak'wala (Alert Bay)	$10,598.17
nłeʔkepmxcin (Merritt)	$10,411.12
Nuu-chah-nulth (Ahousat)	$11,490.42
Secwepmectsin (Enderby)	$12,608.60
Nisga'a (New Aiyansh)	$3,792.34
TOTAL	$150,000

GRANT RECIPIENTS, LANGUAGE PROGRAMS, 2009/10

B.C. Language Initiative (BCLI)

In-SHUCK-ch Services Society	$12,825
Outma Sqilx'w Cultural School	$25,000
Kwicksutaineuk Ah-kwaw-ah-mish First Nation	$25,000
Takla Lake First Nation	$13,343
West Moberly First Nation	$23,500
Chief Atahm School	$18,480
St. Mary's Indian Band	$25,000
Ditidaht First Nation	$12,562
Skidegate Haida Immersion Programs	
HlGaagilda Xaayda Kil Naay	$24,898
Gitxsan Wet'suwet'en Education Society	$24,169
Cowichan Tribes Quw'utsun Syuw'entst Lelum'	$25,000
Tl'azt'en Nation Elders Society	$23,760
Moricetown Band Council	$18,150
Taku River Tlinget First Nation	$24,980
U'mista Cultural Society	$16,334
The Paul Creek Language Association	$25,000
TOTAL	$338,000

Aboriginal Languages Initiative (ALI)

Chief Atahm School/Adams Lake Indian Band	$9,500
Secwepemc Cultural Education Society	$7,215
Skeetchestn Indian Band	$10,000
Wet'suwet'en First Nation	$8,698
Ts'msyen Nation/School District 52	$10,000
Malahat First Nation	$5,630
Takla Lake First Nation	$8,000
Stó:lō Nation	$9,630
Lower Nicola Language Reenhancement	$10,000
Ucwalmicw Centre Society	$8,700
Nunwakola Cultural Society	$10,000
Ditidaht First Nation	$6,750
Ehattesaht Tribe	$10,000
Katzie First Nation	$10,000
Gitksan-Wet'suwet'en Education Society	$10,000
Gitanyow Band Council	$10,000
Northern Shuswap Tribal Council	$9,600
The Paul Creek Language Association	$10,000
Nanoose First Nations	$10,000
Penticton Indian Band	$10,000
First Nations Education Steering Committee Society	$15,000
Lil'wat7ul Culture Centre	$10,000
TOTAL	$208,723

Language Immersion

Master-Apprentice Teams

Louie Team (Nsyilxcən)	$35,200
Ned Team (St'atimcets)	$20,000
Sewid-Smith Team (Kwak'wala)	$20,000
Nookemis Team (Nuu-chah-nulth)	$36,250
Elliott team (SENĆOŦEN)	$20,000
Gravelle Team (Ktunaxa)	$20,000
Stó:lō Nation team	$49,600*
Okanagan Band team (Nsyilxcən)	$35,000**
Pat Alfred team (Kwak'wala)	$8,250
Dickie team (Slavey)	$20,000
(Year 2 grant overlap)	
TOTAL	$262,300

*Two instalments of $24,800 each for the team to complete year one and two of the project in one year

**One instalment of $18,000 and another of $17,000 allowed the team to complete year one and two of the project in one year

Language Nests

Chief Atahm School	$25,000
Chemainus First Nation	$23,000
Xengwetin First Nation	$22,000
Lower Nicola Indian Band	$22,000
Glilas Waglisla Daycare/Heiltsuk	$22,000
Bridge River First Nation	$20,000
Seabird Island First Nation	$23,000
Nunwakola Cultural Society	$22,000
TOTAL	$179,000

Language and Culture Camps

Office of the Wet'suwet'en	$20,000
Elders Society/Lheidli	$10,950
Klahoose First Nation	$16,536
Port Alberni Friendship Centre	$18,000
Snuneymuxw First Nation	$20,000
Nadleh Whut'en Band	$20,000
Chawathil First Nation	$16,000
Punky Lake Wilderness Camp Society	$18,864
Nicola Tribal Association	$20,000
Northern Shuswap Tribal Council	$19,500
TOTAL	$179,850

Language Authorities and Language Planning

Secwepemc Cultural Education Society	$20,000
En'owkin Centre	$20,000
Treaty 8 Tribal Association	$20,000
Coqualeetza Cultural Education Centre	$20,000
Upper St'at'imc Language, Culture, Education Society	$20,000
Carrier Sekani Tribal Council	$20,000
Nuu-chah-nulth Tribal Council	$20,000
Squamish Nation	$20,000
TOTAL	$160,000

{APPENDIX 4}

BOARD INFORMATION

First Peoples' Council Board 2009/10
Dr. Lorna Williams (Chair)
Herbert Morven (Vice-Chair) (Nisga'a Lisims Government)
Tamara Davidson (Secretary) (Council of the Haida Nation)
Emma Donnessy (Treasurer) (Kaska Tribal Council)
Mariann Burka (Government Seat)
Bill Cohen (Okanagan Nation Alliance)
Marlene Erickson (Carrier Sekani Tribal Council)
John Haugen (nlaka'pamux Nation)
Laura Webb (Treaty 8 Tribal Association)
Clifford Atleo (Nuu-chah-nulth Tribal Council)
Phyllis Chelsea (Northern Shuswap Tribal Council)
Gary Johnston (Urban Representative)

Recognized Observer
John Elliott (FNESC Representative)

First Peoples' Council Advisory Committee 2009/10
Mary Basil, Ktunaxa Nation
Clifford Atleo Nuu-chah-nulth Tribal Council
Mike Willie, Musgamagw Tsawataineuk Tribal Council
Phyllis Chelsea, Northern Shuswap Tribal Council
Bill Cohen, Okanagan Nation Alliance
Tamara Davidson, Council of the Haida Nation
Thelma Wenman, Stó:lō Nation Council
Emma Donnessy, Kaska Tribal Council
Marlene Erickson, Carrier Sekani Tribal Council
John Haugen, Nlaka'pamux Nation Tribal Council
John Henderson, Kwakiutl District Council
Susan James, Lillooet Tribal Council
Bernadette Manuel, Nicola Tribal Association
Herbert Morven, Nisga'a Lisims Government
Deborah Nelson, Oweekeno-Kitasoo-Nuxalk Tribal Council
Tyrone McNeil, Stó:lō Tribal Council
Laura Webb, Treaty 8 Tribal Association
Chief Allan Louie, Carrier-Chilcotin Tribal Council
Betty Sampson, Gitxsan Chief's Office

BOARD COMMITTEES 2009/10

Finance & Audit
Emma Donnessy, *Chair*; Marlene Erickson; Lorna Williams; Laura Webb

Governance
Herbert Morven, *Chair*; Bill Cohen; Mariann Burka; Gary Johnston; Cliff Atleo

HR & Compensation
Tamara Davidson, *Chair*; John Haugen; John Elliott; Phyllis Chelsea

LEGAL RESPONSIBILITIES OF THE BOARD

- Ensure that decisions are consistent with the *First Peoples' Heritage, Language and Culture Act*, the guidelines and the bylaws
- Ensure that all decisions are lawful
- Ensure that all decisions are made in the best interest of the First Peoples' Council

BOARD AUTHORITY

- The Mandate of the Board of Directors is to govern the operations of the organization by setting direction and policy, providing leadership to the First Peoples' Council and advocating on behalf of members.
- The Board is charged, by the Advisory Committee, to conduct the affairs of the First Peoples' Council.
- The Board derives its authority from the *First Peoples' Heritage, Language and Culture Act*, and is established by policies and procedures.
- The Board governs collectively and all decisions are made through motions at duly convened meetings of the Board of Directors or a committee of the Board.
- The Board is accountable to the membership for the success of the organization in carrying out its mission.
- The Board acknowledges that its role is in governance rather than in operations.

Language Family English Name	Own Name
Algonquian	
Plains Cree	Nēhiyawēwin
Salteau	Anishnaubemowin
Dene (Athapaskan)	
Carrier	Dakelh (CBᵸ)
Babine-Witsuwit'en	Witsuwit'en
	Nedut'en
Chilcotin	Tsilhqot'in
Sekani	Tse'khene
Beaver	Dane-Zaa (C◁ь)
Slavey	Dene Tha (UŪ Z)
Kaska	Danezāge'
Tahltan	Tāłtān
Nicola	(none recorded)
Tsetsaut	Wetalh
Tagish	Den k'e
Interior Salish	
Lillooet	St'át'imc
Shushwap	Secwepemc
Thompson	Nłeʔkepmxcín
Okanagan	Nsyilxcən
Ktunaxa	
Kootenay	Ktunaxa
Nuxalk	
Bella Coola	Nuxalk

Salishan (Coast)	
Sechelt	She shashishalhem
Squamish	Sḵwx̱wú7mesh sníchim
Comox-Sliammon	Éy7á7juuthem
Pentlatch	Pəntl'áč
Halkomelem	Hul'q'umi'num'
	Hən̓q̓əmin̓əm
	Stó:lō Halq'eméylem
Northern Straits	T'Sou-ke
	Lekwungen
	SENĆOTEN
	Semiahmoo
	Malchosen
Tlingit	
Tlingit	Lingít
Inland Tlingit	Łingít
Tsimshianic	
Coast Tsimshian	Sm̓algya̱x
Southern Tsimshian	Ski:xs
(Klemtu)	
Nisga'a	Nisga'a
Gitksan	Gitsenimx̱
Wakashan	
Kwak'wala	Ḵwak'wala
Haisla.enaksiala.ala	X̱a''islak̓ala (Kitimaat)
(Kitlope)	Xenaksialak̓ala (Kitlope)
Heiltsuk	Hailhzaqvla
Oowekeno	Oowekyala
Nootka	Nuučaan̓ul
Nitinat	DiitiidʔaatX̱
X̱aaydaa Kil	
Masset Haida	X̱aaydaa Kil

{ FIRST PEOPLES' LANGUAGE MAP OF B.C. }

This map is provided by the First Peoples' Heritage, Language and Culture Council of British Columbia. All information contained herein is provided "as is" without any warranty of any kind, whether express or implied. All implied warranties, including, without limitation, fitness of use for a particular purpose, are hereby expressly disclaimed. Under no circumstances will the First Peoples' Heritage, Language and Culture Council of British Columbia be liable to any person or entity for any direct, indirect, special, incidental, consequential or other damages based on any use of this map.

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

FINANCIAL STATEMENTS

Year Ended March 31, 2010

CONTENTS

	Page
Auditors' Report	2
Financial Statements	
Statement of Financial Position	3
Statement of Operations	4
Statement of Changes in Net Assets	5
Statement of Cash Flows	6
Notes to Financial Statements	7 - 10
Other Schedules (Unaudited)	
Schedule of Grant Revenue	11
Department of Canadian Heritage Aboriginal Peoples' Program	12
Schedule of Operations by Program	13

cowland paterson & co
professional accountants

200 - 2377 Bevan Avenue
Sidney, B.C. V8L 4M9
Ph: 656-5547 Fax: 656-2382
admin@cowlandpaterson.com
www.cowlandpaterson.com

Chris Cowland, CA*
Caroline Paterson, CGA*
*operating as a partnership of incorporated professionals

Auditors' Report

To the Minister of Aboriginal Relations and Reconciliation, Province of British Columbia
To the Members of the Board of First Peoples' Heritage, Language and Culture Council

We have audited the statement of financial position of First Peoples' Heritage, Language and Culture Council as at March 31, 2010 and the statements of operations, changes in net assets and cash flows for the year then ended. These financial statements are the responsibility of the Council's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Council as at March 31, 2010 and the results of its operations and cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Cowland Paterson + Co.

Sidney, B.C.
May 7, 2010

Professional Accountants

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Statement of Financial Position

March 31, 2010

	2010	2009
Assets		
Current		
Cash	$ 606,405	$ 1,048,761
Accounts receivable	67,667	71,631
Prepaid expenses	2,748	1,568
	676,820	1,121,960
Capital Assets (Note 4)	115,089	151,077
	$ 791,909	$ 1,273,037
Liabilities		
Current		
Accounts payable and accrued liabilities	$ 381,652	$ 827,060
Deferred revenue (Note 5)	26,614	62,334
	408,266	889,394
Net Assets		
Capital stock (Note 6)	100	100
Net assets invested in capital assets	115,089	151,077
Unrestricted net assets	268,454	232,466
	383,643	383,643
	$ 791,909	$ 1,273,037

Commitments (Note 8)

Approved By The Board

_____ Director

Emma Domessy
_____ Director

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Statement of Operations

Year Ended March 31, 2010

	2010	2009
Revenue		
Grants	$ 3,469,281	$ 3,997,105
Interest and other	4,219	40,708
Administration fees	116,597	22,040
Training and consulting	18,710	-
	3,608,807	4,059,853
Expenditures		
Grants	1,970,005	2,402,492
Bank charges	1,145	1,263
Communications	19,467	23,485
Community expenses	99,794	90,556
Contractor fees	256,663	471,916
Council and advisory committee expenses	79,454	58,434
Equipment rental	11,636	12,463
Insurance	4,206	4,273
Jury / Peer Review Committee	34,247	32,281
Licenses and fees	15,220	5,353
Office	157,720	60,824
Professional fees	21,837	22,608
Protocol	6,481	2,125
Rent	42,000	42,000
Repairs and maintenance	20,644	21,697
Language research & development	19,277	29,063
Travel	38,066	50,802
Uncollectible grants	-	2,934
Utilities	4,275	3,923
Wages and benefits	754,000	657,048
	3,556,137	3,995,540
Excess of revenue over expenditures before amortization	52,670	64,313
Amortization	52,670	64,313
Net Surplus	$ -	$ -

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Statement of Changes in Net Assets

Year Ended March 31, 2010

	Invested in Property, Plant and Equipment	Unrestricted Funds	2010 Total	2009 Total
Balance, beginning of year	$ 151,077	$ 232,466	$ 383,543	$ 383,543
Excess (deficiency) of revenue over expenses	(52,670)	52,670	-	-
Invested in capital assets/ funds transfers	16,682	(16,682)	-	-
Balance, end of year	$ 115,089	$ 268,454	$ 383,543	$ 383,543

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Statement of Cash Flow

Year Ended March 31, 2010

	2010	2009
Cash received from:		
2010 Legacies Now	$ 1,977	$ 60,422
BC Arts Council	450,000	462,000
BC Ministry of Aboriginal Relations & Reconciliation	1,451,000	1,500,000
BC Ministry of Education	-	42,992
BC Ministry of Finance	-	35,489
BC Ministry of Labour & Citizen's Services	-	223,207
Canada Council of the Arts	30,000	40,359
Department of Canadian Heritage	207,544	233,557
First Peoples' Cultural Foundation	263,648	111,078
New Relationship Trust Corporation	1,054,800	1,247,654
Administration fees	89,901	22,040
Interest Income and other miscellaneous receipts	21,537	40,707
	3,570,407	4,019,505
Cash used for grants and awards	(1,837,473)	(1,761,912)
Cash used for salaries and benefits	(697,974)	(603,920)
Cash used for materials and services	(1,460,634)	(1,566,920)
	(425,674)	86,753
Cash flows from investing activities		
Purchase of capital assets	(16,682)	(31,042)
Increase (Decrease) in cash	(442,356)	55,711
Cash, beginning of year	1,048,761	993,050
Cash, end of year	$ 606,405	$ 1,048,761

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Notes to Financial Statements

Year Ended March 31, 2010

1. PURPOSE OF THE ORGANIZATION

The First Peoples' Heritage, Language and Culture Council ("the Council") is a Crown Corporation, established under the First Peoples' Heritage, Language and Culture Act and is an agent of the Crown. The Council commenced operations April 1, 1991. The mission of the Council is as follows:

- To preserve, restore and enhance First Nations' heritage, language, and culture;
- To increase understanding and sharing of knowledge, within both First Nations' and non-First Nations' communities; and
- To heighten appreciation and acceptance of the wealth of cultural diversity among British Columbians.

2. SIGNIFICANT ACCOUNTING POLICIES

(a) Amortization

Rates and bases of amortization applied to write off the cost less estimated salvage value of capital assets over their estimated lives are as follows:

Leasehold improvements	7 years, straight-line
Furniture and equipment	5 years, straight-line
Computers	3 years, straight-line
Computer software	3 years, straight-line

No amortization has been taken on the Art Collection.

(b) Revenue Recognition

The Council follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

(c) Donated Services and Materials

Donated materials are recorded both as donations and expenses at their fair value when fair value can be reasonably estimated. Donated services are not recorded in the financial statements, as they cannot be reasonably estimated. The Council also receives a number of volunteer hours from the Board of Directors, which have not been recognized, due to the difficulty of estimating their value.

(d) Use of Estimates

In preparing the Council's financial statements, management is required to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the financial statements and reported amounts of revenue and expenses during the period. Actual results could differ from these estimates.

(e) Financial Instruments

The Council's financial instruments consist of cash, receivables, payables and accruals. Unless otherwise noted, it is management's opinion that the Council is not exposed to significant interest, currency or credit risks arising from these financial instruments. The fair value of these financial instruments approximates their carrying values, unless otherwise noted.

3. RELATED PARTY TRANSACTIONS

The Council's directors are appointed by the Minister of Aboriginal Relations and Reconciliation from the Advisory Committee which has tribal council representatives from First Nations across the province of British Columbia. It is, therefore, inevitable that there will be grants made to a community within a tribal council that a Council member represents. A standard application and peer review process ensuring that there is not a conflict of interest is followed in all cases to determine which communities are awarded grants.

The First Peoples' Heritage, Language and Culture Council is related through common ownership to all Province of British Columbia ministries, agencies and Crown corporations. Transactions with these entities are made under normal operational terms and conditions.

4. CAPITAL ASSETS

	Cost	Accumulated Amortization	2010 Net	2009 Net
Art Collection	$ 13,100	$ -	$ 13,100	$ 13,100
Computer equipment & software	185,037	174,576	10,461	12,911
Furniture and equipment	81,843	65,068	16,775	23,787
Leasehold improvements	167,499	95,713	71,786	95,713
Software	45,575	42,608	2,967	5,565
	$ 493,054	$ 377,965	$ 115,089	$ 151,077

5. DEFERRED CONTRIBUTIONS

The Council has continuing programs at March 31, 2010. Contributions related to the completion of these programs have been deferred as follows:

	2010	2009
Canada Council for the Arts	$ 26,614	$ -
Legacies Now Society	-	7,534
New Relationship Trust (Master Apprentice Project)	-	54,800
	$ 26,614	$ 62,334

6. CAPITAL STOCK

The capital of the Council is one share with a par value of $100. The share is issued to and held by Her Majesty the Queen in right of the Province of British Columbia.

7. EMPLOYEE PENSION PLAN

The Council and its employees contribute to the Public Service Plan. The Plan is a multi-employer defined benefit plan. The British Columbia Pension Corporation administers the Plan, including the payment of pension benefits on behalf of employers and employees in accordance with the Public Sector Pension Plans Act.

The risks and rewards associated with the Plan's unfunded liability or surplus are shared between the employers and the Plan's members and may be reflected in their future contributions. Based on the most recent actuarial valuation, the Public Service Pension Plan is in a surplus position. Portions of the surplus are not attributed to individual employers.

8. COMMITMENTS

Effective February 14, 2007, the Council entered into a seven year lease agreement expiring on February 14, 2014 for its premises. Minimum rent payable in aggregate and for each of the next four years is as follows:

2011	$ 42,000
2012	42,000
2013	42,000
2014	42,000
	$ 168,000

FIRST PEOPLES' HERITAGE, LANGUAGE AND CULTURE COUNCIL

Schedule of Grant Revenue (Unaudited)

Year Ended March 31, 2010

	2010	2009
Revenue		
Canada Council for the Arts	3,386	40,359
DCH	232,470	235,236
BC Arts Council	450,000	467,000
MARR	1,451,000	1,500,000
Ministry of Education	0	42,992
Minister of Finance	0	35,489
Min of Labour & Citizen' Serv	0	223,207
2010 Legacies Now	13,977	54,267
FPCF	263,648	205,701
New Relationship Trust	1,054,800	1,192,854
Total Revenue	$3,469,281	$3,997,105

FIRST PEOPLES' HERITAGE, LANGUAGE AND CULTURE COUNCIL

Schedule of Revenue and Expenditures (Unaudited)

Department of Canadian Heritage Aboriginal Peoples' Program

Year Ended March 31, 2010

	2010
Revenue	
Grants Received - Department of Canadian Heritage	$232,470
Total Revenue	232,470
Expenditures	
Third Part Delivery: ALI	
Adams Lake Indian Band	9,500
Ditidaht First Nation	6,750
Ehattesaht Tribe	10,000
First Nations Education	15,000
Gitanyow Band Council	10,000
Gitksan Wet'suwet'en Education	10,000
Katzie First Nation	10,000
Lower Nicola Indian Band	10,000
Malahat First Nation	5,630
Mt. Currie Band	10,000
Nanoose First Nations	10,000
Northern Shuswap Tribal Council	9,600
Nun'wa'kola Cultural Society	10,000
Penticton Indian Band	10,000
Secwepemc Cultural Education Society	7,215
Skeetchestn Indian Band	10,000
Sto Lo Nation	9,630
Takla First Nation	8,000
The Paul Creek Language Association	10,000
Ts'msyen Nation	10,000
Ucwalmicw Centre Society	8,700
Wet'suwet'en First Nation	8,698
Third Party Delivery: C.E.L.	
Administration	16,597
Peer Review Committee	7,150
Total Expenditures	232,470
Excess (Deficiency) of Revenue over Expenditure	$ -

FIRST PEOPLES' HERITAGE, LANGUAGE AND CULTURE COUNCIL

Schedule of Operations by Program (Unaudited)

Year Ended March 31, 2010

	Administration	Arts Program	First Voices	Language Program	Total
Revenue					
Canada Council for the Arts	0	3,386	0	0	3,386
DCH	0	0	0	232,470	232,470
BC Arts Council	0	450,000	0	0	450,000
MARR	640,884	37,478	124,645	647,993	1,451,000
Minister of Finance	0	0	0	0	0
2010 Legacies Now	0	13,977	0	0	13,977
FPCF	73,648	0	90,000	100,000	263,648
New Relationship Trust	0	150,000	150,000	754,800	1,054,800
	714,532	654,841	364,645	1,735,263	3,469,281
Revenue - Other					
Interest and other	4,219	0	0	0	4,219
Administration fees	116,597	0	0	0	116,597
Training and consulting	5,371	0	13,339	0	18,710
	126,187	0	13,339	0	139,526
Total Revenue	840,719	654,841	377,984	1,735,263	3,608,807
Expenditures					
Grants	0	545,017	97,115	1,327,873	1,970,005
Bank charges	1,145	0	0	0	1,145
Communications	13,363	67	6,037	0	19,467
Community expenses	0	0	47,386	52,408	99,794
Contractor fees	150,940	4,632	55,096	45,995	256,663
Council and advisory expenses	79,454	0	0	0	79,454
Equipment rental	11,635	0	0	0	11,635
Insurance	4,206	0	0	0	4,206
Jury / Peer Review Committee	257	11,808	0	22,182	34,247
Licenses and fees	15,220	0	0	0	15,220
Office	39,357	308	1,458	116,597	157,720
Professional fees	21,837	0	0	0	21,837
Protocol	6,481	0	0	0	6,481
Rent	42,000	0	0	0	42,000
Repairs and maintenance	20,286	0	358	0	20,644
Language research & develoment	0	0	0	19,277	19,277
Travel	30,268	1,593	3,311	2,894	38,066
Utilities	4,275	0	0	0	4,275
Wages and benefits	348,715	83,290	172,781	149,214	754,000
Total Expenditures	789,440	646,715	383,542	1,736,440	3,556,137
Expenditure before amortization	51,279	8,126	(5,559)	(1,177)	52,670
Amortization	52,670	0	0	0	52,670
Expenditure	-$1,391	$8,126	-$5,559	-$1,177	$0

"I know the language is within me; I just have to bring it back out. The language is not going to quit for me. I'm going to keep it going." –Darlene Louis - Secwepemctsin speaker

First Peoples' Heritage, Language and Culture Council
1A Boat Ramp Road
Brentwood Bay, B.C. V8M 1N9
Telephone: (250) 652-5952
Fax: (250) 652-5953
Email: info@fphlcc.ca
Website: www.fphlcc.ca